



**Pennine Care**  
NHS Foundation Trust

March 2019

# Managing Mixed Sex Accommodation: Briefing

## REPORT

## **Background and context**

The purpose of this paper is to present an update and details of next steps with regards to the Trusts intention to meet statutory mixed sex accommodation (MSA) requirements.

The regulatory requirements and expectations of PCFT are clearly outlined. The 2016 PCFT CQC inspection report highlighted a failure to comply with the Department of Health guidance on single sex accommodation on older people and acute wards for working age adults.

The report published following the inspection in June 2016 reported that the 'trust was not effectively managing the risks of mixed sex accommodation.' The recommendation was that 'The trust must ensure that all wards are compliant with the Department of Health guidance on same sex accommodation in order to ensure the safety, privacy and dignity of patients.'

In 2018/19 the PCFT CQC inspection report acknowledged there had been improvements in how the trust managed mixed sex accommodation. The CQC acknowledged that a consultation was on going to assist the trust in making future decisions about managing mixed sex wards.

Notwithstanding this recent positive feedback the CQC continue to remain interested in a number of sexual safety incidents that have occurred on PCFT inpatient wards.

Following the publication of 'The state of mental health services 2014 to 2017' and the CQCs report 'Sexual Safety on mental health wards' there has been a national commitment to eradicate dormitories on inpatient psychiatric wards.

## **Progress to date**

The engagement exercise which was intended to explore attitudes among patients, staff, carers and other relevant stakeholders to moving from mixed to single sex accommodation on inpatient mental health wards has now concluded.

The Trust has formally received the outcome of the engagement exercise, a board development session was held on the 11<sup>th</sup> February where the lead analyst provided detailed feedback on the content of the report to board members.

The full report has been distributed via the CEOs blog and also directly to those staff who participated in the engagement exercise.

The engagement analysis report provides the detail of how the engagement was undertaken and analysed and provides comprehensive detail on the feedback and themes gathered through the process of the engagement exercise. The key area for acknowledgment was the vast amount and wide variety of views gathered regarding the delivery of mixed sex accommodation which also means that the report does not conclude with a consensus view.

The report also helpfully doesn't solely focus on the MSA issues as other related issues were highlighted and have been captured through the engagement exercise that directly impact on the safety, privacy and dignity of patients who are admitted to PCFT wards. This includes:

- Mixing patients with organic and functional illness
- Issues effecting LGBT patients
- Staffing levels (nursing, support worker and therapists):
- Staff attitudes/culture:
- Patient Choice:
- Location of hospital sites and wards
- Broader estates and Accommodation issues
- Bathing and toilets facilities.
- Staff skills/ specialisms
- Bed management and bed allocation
- Continuous Professional Development for staff
- Therapeutic engagement/ activities

We are aware operationally that the inpatient staff continue to proactively manage mixed sex accommodation and patient safety as a priority and report mixed sex breaches as per operational guidance.

### **Next Steps**

Following receipt of the evaluation report, presentation at the Board development session on the 11<sup>th</sup> Feb and the JOHSC on the 21<sup>st</sup> March 2019, the Executive Director of Nursing will now in collaboration with the Managing Director of mental health services and other senior colleagues within the Trust lead the next phase of work with regards to the MSA agenda in order to support the Trust to meet the statutory requirements.

This will include:

- A detailed review of the engagement analysis and discussions with operational service leads
- Gathering of further feedback following publication and presentation of the report
- Develop a co-produced proposal for board decision which not only outlines the proposed approach to how the Trust should manage Mixed Sex Accommodation, the functional and organic split and the approach and impact of eradicating dormitories moving forward but also prioritises these workstreams in the context of quality, safety, identified urgency, feasibility and affordability.

The proposal to Trust Board will also pay attention and be aligned to the emerging GM mental health estates strategy.

It should be noted that there are a number of workstreams identified within the engagement report that feature in the Trust strategic and operational plans and are already being progressed:

- Continuous Professional Development
- Improvement in staffing levels on the wards (variety of disciplines)
- Availability of therapeutic interventions/ activities
- Further development of a sexual safety culture, management of MSA (including consideration of ward team development programmes)

- Improvements to bed management and bed allocation through the development of a centralised bed management team and a recently reviewed and launched bed comprehensive bed management protocol and mixed sex accommodation algorithm
- Development of stronger clinical and operational leadership across acute inpatient services
- Development of safer staffing and ward thresholds and associated escalation procedures
- Work to improve the experience of LGBT patients
- Development of ward based safety dashboards through tableau facilitating a ward level view of triangulated data linked to safety including staffing levels, incidents, sickness levels. This dashboard will continue to evolve.
- The initial scoping of acuity assessment tools
- Developments to support e rostering

### **Recommendations**

Joint Health Overview and Scrutiny Committee are asked to note the report and offer any feedback.

A detailed proposal will be presented to Public Board in May 2019 for a decision regarding direction of travel and timescales.